



**Equipment & Facilities R&D Engineer (full time)**  
**Senior or Vice President Level**  
**Seattle Food Tech**  
**Updated Dec. 31. 2018**

Seattle Food Tech (SFT) is an *early-stage*, plant-based foods start-up. As a food production and manufacturing technology company, we are looking to substantially increase the volume and lower the price of specific plant-based meat products to effectively serve the institutional market to replace animal-based meat on a large scale.

SFT is seeking a highly experienced and mission-driven senior **Equipment & Facilities R&D Engineer** to serve as the technical lead for SFT's production engineering in collaboration with the product development and operations teams and to perform the following:

Productivity	<ul style="list-style-type: none"><li>● Determine and calculate production lines for several types of plant-based meat products.</li><li>● Work with suppliers and product development team to determine the cost of equipment for certain volume production lines.</li><li>● Lead design and development of new processing line equipment.</li><li>● Coordinate and accelerate R&amp;D efforts in collaboration with SFT's production team.</li><li>● Define and design pilot and production scale facilities for our plant-based meat products based on new, innovative production strategies.</li><li>● Develop and maintain a comprehensive facility budget for capital costs, operations, and maintenance.</li><li>● Support facilities design for new production lines.</li><li>● Establish and maintain food safety plans for plant-based meat production in accordance with FSMA and state food and agricultural agencies.</li><li>● Design for advanced preventative controls in SFT facilities.</li><li>● Evaluate new technologies for facility operation and management for implementation into future plants.</li><li>● Develop facility replication plans to support expansion.</li><li>● Coordinate R&amp;D manufacturing and facilities' efforts in collaboration with SFT's operations and product development team.</li><li>● Support food engineering efforts overall including assistance with fundraising, media inquiries, and partnerships.</li><li>● Coordinate contract manufacturing efforts for SFT, as necessary.</li><li>● Manage employees in the engineering, product development, and operations departments, as assigned.</li></ul>
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	<ul style="list-style-type: none"> <li>● Manage SFT’s construction projects with the assistance of construction managers.</li> <li>● Manage supplier, contractor, sub-contractor, and consultants as necessary.</li> </ul>
Innovation	<ul style="list-style-type: none"> <li>● Lead SFT’s production R&amp;D efforts.</li> <li>● Maintain product, facilities, and R&amp;D engineering needs assessments.</li> <li>● Design experiments (DOE) to determine optimal production processes, equipment and recipes.</li> <li>● Support multiple experimental food production projects.</li> <li>● Propose new food production projects in response to bottlenecks in production line engineering and facilities needs.</li> <li>● Evaluate new and novel technologies for the facility design, operation, and establishment.</li> <li>● Support multiple experimental food facility projects and focused R&amp;D.</li> </ul>
Waste Reduction	<ul style="list-style-type: none"> <li>● Actively evaluate construction management, production, and R&amp;D for efficiency improvements and cost savings.</li> <li>● Actively evaluate projects and work functions for wasted time, effort, resources, products, and the like.</li> <li>● Propose waste reduction opportunities for review.</li> <li>● Implement waste reduction efforts; track effectiveness.</li> <li>● Regularly review facility designs and operation for waste reduction opportunities.</li> </ul>

**Skills and Experience Requirements:** Candidates for this position should have some or all of the following credentials:

- Direct experience managing engineering teams and facilities operations; construction management experience is highly preferred, but not required.
- Bachelor of Science degree in mechanical engineering, equipment engineering, manufacturing engineering, food science, or food engineering or similar degree is required. Graduate degrees preferred, but not required.
- Minimum of four years working in the food industry, preferably in direct food manufacturing or equipment engineering. Other industry experience can be considered as applicable for some experience, but food engineering is highly preferred.
- Experience managing short and long-term engineering projects and coordinating with internal employees and external suppliers, vendors, and consultants.
- Direct experience designing equipment and automation systems, preferably in the food industry.
- Experience designing equipment and automation systems and/or ‘smart’ buildings and facilities preferably in the food industry.
- Willing to travel around 50% of the time to support R&D projects, if necessary.
- Willing to apply creative solutions to solve workflow bottlenecks; **seeking a focused problem solver, out-of-the-box thinker, and a positive, forward-looking perspective on challenges at every level.**

- Enjoys working with and managing people of diverse backgrounds and experiences, and is dedicated to contributing to a safe and kind working environment.

**Location:** Remote work at various production locations, but **employee must be based in Seattle, WA**. Work onsite at our facility in Seattle is necessary most days of the week. As the company grows, production will be in the various other locations in the Puget Sound region or locations nationally.

**Salary and Benefits:** Salary and benefits are commensurate with experience. At this time, as a small start-up, SFT does not yet offer health insurance benefits. SFT offers shares options for early-stage start-up employees.

**How to apply:** Please submit a resume and cover letter explaining how your experience fits the skills needed in this position to [christie.lagally@seattlefoodtech.com](mailto:christie.lagally@seattlefoodtech.com). Please note that while this is an active job opening, the hiring process may take up to 3 months. However, we hope to complete it much sooner. Thank you for your patience as we evaluate candidates.

**Non-Discrimination and Anti-Harassment Policy:** At Seattle Food Tech, we aim to attract the most qualified and creative problem-solvers to the mission of providing sustainable, affordable meat alternatives. In achieving that goal, SFT does not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of our operations. Women, minorities, people of color, and those with non-traditional educational and experiential backgrounds are encouraged to apply. Further, we are committed to providing an inclusive and welcoming environment for *all members of our staff, subcontractors, vendors, and clients*. Discrimination or harassment in *any form* or based on any of the above factors is prohibited, as is retaliation against a person who has made a complaint or given information regarding possible violations of our policy.